Deputy President.—Their position is something separate.

Mr. A. K. Vengu Ayyar.—It has not come up yet.

Deputy President.—It is part of Mr. Kannan Nayar's proposition. You may move your proposition, Mr. Kannan Nayar.

Mr. Thomas Manjuran.—Additional privileges may also be considered with that.

Deputy President.—The pay of the others also may be considered.

Mr. K. P. Kannan Nayar.—I think I can move my main proposition, *i. e.*, No. 2, for the the clerks and everybody else other than these.

"*This Council recommends to the Government that the pay of Government servants now drawing below Rs. 100 per mensem be revised as suggested in the majority report of the Special Finance Committee with the modification pointed out in this behalf in the minute of dissent submitted by the Diwan Peishkar in paras 17 and 18 of his minute, and that such revision of pay may be given retrospective effect from the 1st Chingam 1104.*"

Mr. A. B. Salem.—17 does not refer. It is only 18. Subject to the amendments carried.

Deputy President.—Now, with reference to that, the only modified resolutions that are now passed are with reference to the minimum that is proposed. Subject to the amendments that have been already carried, I shall put the proposition.

Mr. P. Kumaran Ezhuthassan.—There are other amendments.

Mr. K. P. Kannan Nayar.—Why don't you move?

Mr. M. A. Chakko.—I shall move my amendment.

Deputy President.—What is it? What is the number?

Mr. M. A. Chakko.—It is not printed. There is a motion. I shall read the amendment.

Deputy President.—You must give a copy of it.

Mr. A. K. Vengu Ayyar.—It may be read and noted

Police and Excise Sub-Inspectors.

Mr. M. A. Chakko.—I shall send it after moving. I shall read my amendment. "*This Council is of opinion that the scale of pay fixed in the Special Finance Committees' report for the subordinates of the Police and Excise Departments is both inappropriate and inadequate, and that the same should be revised as below:—*

Police Sub-Inspectors. Their present grade is a time-scale of Rs. 80—100, 60—80 and 40—60.

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The grades that I suggest are first grade Rs. 100
second do 90
third do 80
fourth do 70
fifth do 60
and last do 50

Of course, ranging from Rs. 50 minimum to Rs. 100. The Finance Committee has modified it to Rs. 40—60 and made the minimum of the Sub-Inspector 40 instead of 50. That is to say a little retrograde march.

Similarly, the Excise Sub-Inspectors did not exist before, but are now proposed to come into existence.

About their pay, I would say first gade Rs. 80
second grade ,, 70
third grade ,, 60
fourth grade ,, 50
and last grade ,, 40

I don't think it is time to mention anything about it, although I said the subordinate officers of the Police and Excise Departments, because Mr. Kannan Nayar's motion is about persons drawing Rs. 100 and less. If I am not permitted to move along with that, that may be reserved for another time.

Mr. President, Sir, I have tabled this amendment because I feel that I owe a duty both to the Departments concerned and to my fellow subjects of our State to place before this House my views on this subject, since I had the honour and privilege of administering these Departments for some not inconsiderable time.

It is a well-known fact widely recognised also that in all endeavours and concerns the best results are obtained by employing the most suitable machinery. The machine must not only be most appropriate to turn out the work but it must also be smooth running. It must be so constituted that the chief mechanic in charge may be able to spot out any weak or imperfect part speedily in order to remedy the mistake at once either by mending the part or replacing the same. Power and energy should be conserved. The machine shall not be allowed to run to waste. It must be possible to produce the best results with the least expenditure of power and at the smallest cost. In working a Department of the State, the same principle holds good. The Government and the public must be able to get the maximum benefit by its service at the minimum cost. That is in one word 'efficiency.'

Keeping this in view, the scheme of pay of the subordinates of the Departments as well as of the Head of these should be

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reviewed. In the first place, I shall draw the attention of the Government to the system of time-scale that is seen adopted throughout in the Special Finance Committee's report in fixing the pay of the rank and file. It starts from a minimum and rises automatically to a maximum—time alone being the predominant factor to push or pull the incumbent to the top. Due care is taken to have the minimum and maximum attractive to the candidate aspiring to public service as a vocation. It is also held out to him that once within the portals of Government service, time will work to give him the lift. He need not wait for the uncertain contingency of a vacancy above for promotion.

The scheme is conceived thus in the best interests of the individual servant, though not of the service as a whole. Contented units go to make a contented force. Statisfaction about wages will induce willing work and the service is bound to improve is the main line of thought that seems to have suggested the time-scale.

But the question arises whether contentment so manufactured will last. Granting that it would, there is the further question whether the result hoped for, namely, willing work, would follow.

Peace and plenty have never made any individual or nation industrious, righteous or virtuous. The condition of successful life on our globe is hard toil under high pressure. Compare life in Malabar and Chicago or New York.

When we forget or ignore that truth, we do it at our cost. Time does not bring anything to the man who simply wants but only to those that toil and wait and then only in due proportion to the toil that he puts in. Suppose that every child that gets admission to the infant class of our English Schools is entitled to get the School Final Certificate (complete) after ten years and after four years more in the College to the diploma of a full-fledged graduate, all by virtue of the time he has spent in the school and college. Certainlysuch a rule will not serve to make our children industrious to learn or our young men stalwarts in life. The potency of the law of struggle for existence is undoubted. It militates against the weakness of the flesh. The one cannot be eliminated without changing the nature of the other. Struggle for existence, *i. e.*, aspiration for a better place, is an essential condition precedent to obtain efficient work from the average man as well as the boys or girls in the schools and colleges. In other words, the element of competition, better pay and prospects for better work, must continue to remain as an underlying principle, in the matter of preferment in Government service. Time-scale throughout the whole range of service will work injuriously to the interests of

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employer, be that entity called Government or Public, in so far as it undermines efficiency.

Students of the past that have worked hard and struggled their way up are the winners of the loaves of office. The best of them would not like to be in the queue to wait. They would wish to work and go ahead. To stand still and wait is against their grain. Time-scale can bring no contentment to such. It is the consolation that will appeal to the slacker indolent more particularly.

The question then arises how all who are active and energetic can go up when there is no room at the top for all. Won't that cause stagnation and consequent rotting? To provide against such undesirable state of circumstances has not that time-scale to be resorted to as a remedy for an evil that could not otherwise be prevented though it is not as a system desirable by itself? That time-scale of pay impairs efficiency is not disputed. Here are two instances of rotting on account of stagnation, and the other impairing of efficiency for want of inducement to make effort. We are between the horns of a dilemma. The only escape is by making a discrimination wherever possible. Time-scale of pay should be made use of only as a necessary evil when stagnation cannot be otherwise remedied. That is the point I desire to impress upon this House. In the office, institutions and the desk where plodding at figures and doing routine work under the eye of the task-master, be it the Manager, the Headmaster or Head of office often in the same room with him, where no initiative is required, where no resourcefulness is wanted, where obedience alone and no sacrifice is demanded or again where patient and persevering work is the duty allotted, the time-scale may be appropriate. But when the public servants' duty is something more than that, where the successful execution of the work requires personal initiative, resourcefulness, and involves personal risk to the worker, means must be devised to recognise skill and merit over and above the average. Certain Departments of the Government, therefore, make it a principle to reward meritorious service wherever and whenever rendered and acknowledged. Prominent among these are the Police and Excise. The Police officer has to detect and prevent crime. In the legitimate discharge of his duties he has to combat against evil and evil-doers to spot out the culprit, to expose his most secret doings and to bring home the guilt to him and secure his conviction in a court of law. Where the antagonist is a desperate character or one who has influential backers the fight becomes tough and desperate. There the public servant's sense of duty is put to a severe test,

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and it would be irksome and dangerous to play the good Samaritan. He would readily take shelter under the doctrine that prudence is the better part of valour. Many a crime will go unnoticed, unheeded and unattended to if the worker is not to expect any reward for the extra trouble and risk that he has to undergo in dealing with it. If a Police officer's pay and promotion are to come to him as a matter of course on the due date, all incentive to perform his hard task will gradually vanish and the efficiency of the Department will suffer in the long run. The same reason applies more or less to the men and officers of the Excise Preventive Force. I would, therefore, strongly disapprove of the application of the time-scale scheme in fixing the pay of the Police and the Excise Sub-Inspectors and Headconstables and petty officers.

Further, the evil of stagnation for want of room for promotion can be eliminated if these officers are properly graded. There are altogether 19 Sub-Inspectors' places provided in the Police Department, State proper and 1 for Cranganur. In the Finance Committee's report they are put in 3 grades. Two on Rs. 80—100, 6 on Rs. 60—80 and 11 on Rs. 40—60. Room can easily be provided at the top for legitimate promotions, by grading them thus:—2 on Rs. 100, 3 on 90, 4 on 80, 5 on 70, 4 on 60 and 2 on 50 (including Cranganur.) Then there will be plenty of room above for promotion to those in the lower rangs of the ladder. The last man recruited on 50 can hope for promotion in due course by casualities in 18 places above him, the next being on 60 can have chance of the vicissitudes of 13 persons above him and so on. The lowest grade of Sub-Inspector should be head and shoulders higher than the highest grade of Head-constables. There should always be a wide gulf between these two ranks of officers. The Police Sub-Inspector is invested with powers which, if misused, are sure to create much suffering and woe. What is the safeguard against the misuse? The Magistrate, the Sessions Judge and the Chief Court are though having more decisive powers against the liberty and property of the individual, they are restricted in the exercise of them by the formalities of an open trial in court. The Police officers' enquiry or investigation is a more or less secret affair and nobody outside has the right or privilege to witness the same. The vigilant supervision and control of the superior officers is the only check against their misuse and hardship caused thereby. The Commissioner, who is the Head of the Department, should, therefore, have a free hand to condemn or commend their actions, to punish or reward them promptly as occasions arise. If the Police Sub-Inspector is entrenched with a time-scale, it will be a happy day for slackers and the workers

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who have to bear the brunt will very often go empty. Purity of service must be maintained at all costs in the Police Department above all others. That alone will ensure the happiness and prosperity of the people. The best type of men must, therefore, be selected for the post of Sub-Inspectors and it is also essential that they should be kept uncontaminated by the rank and file below. It is, therefore, that I said that there should be a wide separation between them and the next lower rank of officers, namely, the Head constables.

Mr. A. S. Harihara Ayyar.—On a point of order. The Member has exceeded his time.

Mr. M. A. Chakko.—So I conclude that it will be disastrous to put the Sub-Inspectors of Police and Excise in the time-scale and I request the House to accept the modifications I suggested in the Special Finance Committee's report.

Mr. V. D. Ouseph.—Before this amendment is seconded, I want to point out that there are two aspects in the Hon'ble Member's speech. One is that there should be no time-scale for Police and Excise Sub-Inspectors. The second is, he proposes another scale of pay. The first portion, namely, that there should be no time-scale as regards the pay of Sub-Inspectors in the Police and Excise Departments, is a Party resolution, and that may be put to the vote first. Our resolution is that there should be no time-scale in the pay of Police and Excise Sub-Inspectors.

Mr. M. A. Chakko.—It is an amendment. The Committee has proposed a time-scale.

Deputy President.—Who seconds?

Mr. V. D. Ouseph.—I second it, *i. e.*, the first portion, that there should be no time-scale in the pay of Police and Excise Sub-Inspectors.

Mr. K. P. Kannan Nayar.—That is an amendment to my original resolution. I said all those who are getting Rs. 100 and below should be given revision of pay as proposed by the majority in the Committee with the modifications suggested by the Diwan Peishkar in that behalf. Now so far as these Sub-Inspectors in both these Departments are concerned, the Committee proposes certain grades, and the Hon'ble Member says that, so far as those people are concerned, time-scale need not be adopted.

The amendment that instead of time-scale the Police and Excise Sub-Inspectors may be given a fixed scale of pay was put and agreed to.

Mr. M. A. Chakko.—The second part only comes to this. The Committee proposes 40—50, 50—60, 80—100, etc., for the

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Police Sub-Inspectors and similar time-scale up to 80 in the case of Excise Sub-Inspectors. What I propose is, in the case of Police Sub-Inspectors there should be six grades, but there should be no time-scale, and that the six grades should be 50, 60, 70, 80, 90 and 100, the difference being that I begin with 50 and propose one new grade, 90, whereas in the Committee's report the pay should begin from 40 and there is no 90 grade. That is all the difference. In the case of Excise Sub-Inspectors, instead of their proposal of 40—50, 50—60, etc., I propose that they be given the maximum fixed for them, and that it should begin from 40, in all coming to 5 grades; 40, 50, 60, 70 and 80.

Mr. Thomas Manjuran.—I second it.

The motion was put and agreed to.

Auditors.

Mr. C. J. Mathew.—I propose to move resolution No. 17 that "*this Council recommends to the Government that the time-scale pay proposed, viz., Rs. 30 to Rs. 100 for the Auditors of the Accounts and Finance Department may be accepted, rejecting the provision of an efficiency bar at Rs. 70.*" I do not press the latter portion, *viz.*, "rejecting the provision of an efficiency bar at Rs. 70."

Mr. K. P. Kannan Nayar.—Then that is included in my proposition.

Mr. P. Kumaran Ezhuthassan.—I wish to move my amendment (C) to resolution No. 2.

Mr. A. B. Salem.—Before that amendment is put, it would be proper to consider my proposition. My proposition is that "*only men of substance not dependant on salaries be appointed as Village officers and they be paid only an honorarium for the collection of land revenue.*" If the House carries this proposition, that amendment need not be considered at all.

Deputy President.—Yours is practically independent of the other. We will take that subsequently.

Parvathiakkarans and Menons.

Mr. P. Kumaran Ezhuthassan.—My amendment is that "*all Parvathiakarans and Menons be paid Rs. 20 and 18 respectively after equalising their work as far as possible by clubbing the villages.*" The suggestion of the Special Finance Committee is that there should be three grades of 16, 18 and 20 for Parvathiakkarans and 13, 14 and 15 for Menons and a certain number of posts is given under each heading. What I beg to place before the House is that in as much as all the Parvathiakkarans and Menons are engaged in doing the same sort of work, *viz.*, the collection of revenue, as well as the maintenance o

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